



Input Session 3 Dialogue Report

Police and Resident Relations

"I believe we have good and bad cops just like you have good and bad employees."

"Juneteenth Day is supposed to be a celebration of the knowledge that Texas slaves discovered they were now free. However, cops are perched on the tops of buildings looking down on people with guns — it is the masters-on-plantation mentality. That has got to stop."

"Today on my way to work I saw a police officer ride by on a bike and I waved at him, to let him know that I supported him in light of all that has been going on the past week. He waved back and gave me a surprised kind of a look."

"It was nice when the police use to pass out baseball cards; we had a chance to talk with them."

"I'm worried that I may lose my son to police violence because there is no accountability for murder when police officers kill residents illegally and are not prosecuted. This is a sad time in America."

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Executive Summary

The Milwaukee County Office on African American Affairs hosted its third input session on the topic of Police and Community Relations on Wednesday, July 13, 2016. A total of 76 community members attended including residents, representatives of local organizations, and members of the press. Two officers from the Milwaukee Sheriff's Department were present but did not participate in a listening circle.

Facilitated by the Zeidler Center for Public Discussion, input is gathered through the Reflective Structured Dialogue method, which invites small circles of diverse individuals to discuss personal experiences, values, and uncertainties in structured and facilitated conversations. The specific focus of this method is to encourage greater trust and to create a platform for mutual understanding. Participants experience both structured and unstructured portions of dialogue. Through timed facilitation, this method allows participants to respectfully share their personal perspectives and learn the perspectives of others.

For the listening circles, facilitators asked all session participants the following questions:

1. "What has your own personal experience, both positive and negative, been when interacting with law enforcement in Milwaukee?"
2. "Imagine that Milwaukee were to become a community that is described nationally as having excellent police/community relations. What would that look like on the ground?"

If time permitted, facilitators also asked participants the following connected conversation question: As a community, what is a specific step that can be taken to help get Milwaukee to the place of positive police/community relations?

In response to the first question, participants reported a wide range of experiences with law enforcement. For those having "mixed" experiences, most attributed the differences to individual officers' personalities, work ethic and character while others pointed to the location of the event and whether or not the participant was considered as 'out of place'. For many participants, positive interactions with the police happened during public events. Many participants discussed positively the past distribution of baseball cards by officers. (Funding for the baseball card program was discontinued years ago and would require an active lead from a community partner to reestablish a sustainable funding source.) Some participants mentioned having had only good experiences, highlighting their own contributions, including being taught how to engage with officers, and also actively choosing to interact with law enforcement in order to create a positive bond and establish a positive connection between community and police. Finally, participants highlighted that their negative images of police came after learning about negative experiences of others and feelings of shared community trauma.

The vast majority of participants shared negative encounters they have had with law enforcement in Milwaukee, citing the high quantity of police stops and feeling disrespected. Many stated that their treatment by police was unfair and based on profiling. Others suggested that officers held a general lack of interest in protecting, supporting and caring about community well-being, citing the long wait for police response in certain areas, or negative results for victims of violence due to police intervention. A number of participants discussed aggressiveness, violent verbal and/or physical interactions and abuses by police including extreme escalation of minor situations and/or disproportional and illegal use of force, to the point of physical harm. As a consequence, participants discussed feelings of frustration and the loss of trust in the police.

In response to the second question, participants identified a considerable amount of solutions, changes, and improvements with passion and hope for a better future. Participants gave a clear call for

action, emphasizing the importance of data and evidence-based statistics. Many participants mentioned a desire for improved living conditions, societal opportunities and an improved social image of African American communities. Others discussed the need for greater access to and funding of mental health services, both within the communities and in schools. Participants also highlighted that better community & family relations was a precursor to healthy police - resident relationships. Participants suggested focusing on increasing community dialogue, intergenerational exchanges, and spaces where community members can talk about issues and desired changes. Greater and more effective communication between police and community members was mentioned by numerous participants as extremely important to achieve good relations. Participants also desired greater participation by residents in the community, specifically in local elections, the creation of civilian review boards, "community policing" and "street level problem solving attitudes."

Participants called for an increase in general training of officers across a number of areas to ensure equal treatment of residents. These included: training related to cultural competency and sensitivity, neighborhood relations, de-escalation techniques, and the appropriate use of force. Participants additionally called for an increase in the minimum education requirement, and desired officers to live in and reflect the communities they serve.

The main topics touched during the connected conversation included the lack of willingness to act from politicians, as well as the lack of coordinated efforts on their part. Participants mentioned the importance of understanding the issues faced by the African American community as a global issue, and the need to work together to humanize, love and respect the other. "White privilege" and "racial disparities" were some of the parting words used by participants, words of "frustration" and "anger" from participants aware of the changes that need to happen.

Analysis

1. First Round Question: "What has your own personal experience, both positive and negative, been when interacting with law enforcement in Milwaukee?"

"Positive experience revolves around have a respect for law enforcement. I try and tip my hat off to them any chance I get."

"I remember an 18 year old young black woman standing on the street corner; someone had called the police due to some disturbance in the area. A cop walked up to her with his gun pulled. Whoever called the police came out of their home and told him that this is not the person regarding the disturbance."

It appears that this question highlighted the differences of experiences amongst participants as it found a very wide range of answers, from the most neutral to the most complex, from the most positive to the most negative.

1.1 No Interaction, Neutral and Mixed Experiences

1.1.1 Neutral

A few participants mentioned having a neutral viewpoint on the experiences they had law enforcement officers: *"my overall experience has been neutral."* Although one participant had no specific reason for the lack of interaction with law enforcement - *"I have had no interaction with the Police. I don't get pulled over in Milwaukee because I'm black; that unspoken narrative doesn't apply to me"*, most of these participants gave explanations for their lack of interaction such as recent move in the area or due to their profession: *"I do not have experiential encounters to report on because as an EAP therapist I work with both female and male officers daily, I see them in their civilian clothing and that sets up an orientation in my mind to connect with their humanity."* This specific testimony is enlightening as it highlights the humanization of the other, occurring in this case by interaction with police officers 'off-uniforms'. Such interactions could be considered in programs aiming at a greater involvement and socialization of police officers with residents (see point 2.4).

1.1.2 Mixed Experiences

Several participants explained having had a mix of experiences, both negative and positive. For the depth of this report, these negative and positive experiences will be analyzed separately within the next categories (point 1.2 and point 1.3) as this provides more answers to the question.

It noteworthy that most people who shared having mixed experiences underlined the importance of the officers' personalities, work ethic and character as an important determinant in the interactions they participated in: *"as a parole officer, I've seen good officers and lazy stupid officers"*; *"I feel that any negative experience can be related to a person's personality."* Another interesting explanation regarding differences in experiences was related to the location, how public the event is and whether or not the participant was considered as 'out of place': *"I really feel like it depends on where you are located in the city if you will have a positive or negative experience. If you are in a place they feel like you should not be."* This

statement could implicitly suggest the use of profiling methods by some police officers when the 'out of place' status is based on the physical traits (such as skin color) of the participant.

Several female participants appeared to underline a similar pattern of experience, which is a differentiation of law enforcement interactions by gender: *"my experience has been good but my father and brothers have been harassed"; "my experience has been really nice. I was never stopped when I was a teenager; however my brother got stopped a lot by the police."*

Finally, a participant highlighted a phenomenon that might be affecting some community members, namely having a negative image of law enforcement, through the experience of others and shared trauma: *"I think I'm fortunate that I've never been pulled over or had any negative experiences with law enforcement. Even so, I still feel negatively about them. There's a thing called vicarious trauma. I think when we hear stories from others, there is an amount of anxiety you share. I think I distrust police officers because of this."*

1.2 Positive Experiences

1.2.1 General Positive Experiences

While some participants mentioned having had only good experiences - "being from a family of law enforcement officers, I never had a confrontation with the police"; *"My experience has always been positive when being stopped by MPD"*; most participants shared their good interactions - *"In a positive incident the officer listened attentively and asked questions after I witnessed a [and detailed the activities of an active] shooter. I felt respected."* The importance of the police officers' personalities and individuality in determining the type of interactions experienced was again highlighted by some, as implied in this comment *"as an adult I have met many good police officers."*

Specific situations or circumstances were highlighted by participants as determining the positivity of interactions, namely whether or not the interaction occurs during a public event: *"my positive interaction with police in the past has been at public events"; "[it is] positive when working with the police in the community"* -, whether or not a crime has been committed - *"positive when they come around and no crime has been committed."* and whether or not the participant has established relationships with the police - *"I work in the police officer's office at my school. I have connected with them in a good way"; "I have been able to have positive experiences by building relationships with law enforcement officials. I know captains and police chiefs. The average person doesn't have that."*

For some participants, positive interactions with the police appeared to have been associated with police participation in the community, *"when I was a kid growing up I remember that cops would come around the neighborhood just talking to kids; they would give us baseball cards."* Participants' comments involving this specific program will be mentioned in more depth further down in this report (see Point 2.4).

A key element that appeared to determine whether an interaction was positive or not for participants consists of proactive and attentive police, who show a genuine interest in the situation: *"they were respectful"; "I felt respected"; "They were very polite and made me feel safe until he [my son] got home"; "my mom was afraid. We called the cops and they came to our rescue by making sure we got home safely."* Consequently, some participants mentioned their trust in the police: *"my family trust the police to help them"; "when I call them, I expect them to come."* In a however less positive note, a participant was

of the opinion that one of the determinants of good encounters depends on 'looks', implying benefiting from profiling methods: *"my interaction (while Hispanic) has been mostly positive. I have driven around for months with expired license tags and was never pulled over. I was made to realize there is a difference with whom they decide to pull over."*

1.2.2 'Active' Positive Experiences

Several participants appeared to highlight their own contribution to the way their interactions with law enforcement developed, implying a type of 'active' positive experience. Having been taught how to interact with officers and actively following other similar behavioral rules was mentioned by one participant as the reason for positive encounters: *"[my encounters were] positive because I give the officer respect and I was taught how to communicate with them and not cross the line"; "positive experience revolves around have a respect for law enforcement"; "I teach my son to be careful about who he hangs out with."*

A few participants mentioned having actively interacting with police officers in order to create a positive bond and establish a positive connection between community and law enforcement: *"I make it my business to have a good relationship with officers and elected officials"; "I try and tip my hat off to them any chance I get"; "I saw a police officer ride by on a bike and I waved at him, to let him know that I supported him in light of all that has been going on the past week. He waved back and gave me a surprised kind of a look."*

1.3 Negative Experiences

The vast majority of participants shared the negative encounters they have had with law enforcement in Milwaukee. The amount of stories strikingly highlights the current issues faced by the African American community as well as provides extremely valuable details on different types of negative encounters experienced.

1.3.1 High Quantity of Stops and Lack of Respect

Several participants mentioned that their overall negative experience with law enforcement was in part related to the amount of stops, checks and random searches that they have been subjected to over their lives: *"before I joined law enforcement I was pulled over two to three times a week. Traffic stops have gotten better since joining. Even so, I haven't had many positive experiences"; "they often stop me."* The insistence of law enforcement in controlling some participants was highlighted as an example of the extraordinary amount of stops experienced: *"I was repeatedly followed late at night by police en route to pick up my daughter after work. It was apparent that I was being followed because they would begin following me at a certain point, and then trail me turn-by-turn, street-by-street."*

As highlighted previously, participants identified feeling respected as a key element in positive encounters. Logically, numerous participants have identified 'lack of respect' and unnecessary intrusion into a situation as a key element of negative encounters: *"I've never felt like I was treated with a level of respect"; "I mostly have had overwhelming negative interaction with MPD. My 4th amendment rights have been openly violated on numerous occasions."* One participant mentioned that because of his activism, *"I figured my face and voice was familiar to some of the more experienced police officers."* As a consequence, this participant explained, *"[having been] called out of my name and not respected."*

1.3.2 Unfair Treatments and Unfounded Arrests Based on Profiling

The majority of negative experiences shared by participants were related to unfair treatment by the police, unfounded arrests that participants explained by the use of profiling methods by the police, i.e. targeting of African American, mostly male. Experiences of unfair treatments were numerous amongst the testimonies collected, often related to traffic incidents or simple presence in a car: *"Once while driving I was pulled over by a female Latino cop supposedly for speeding. She proceeded to call for 2 other police officers to the scene. So I thought this was excessive overkill for little old me for speeding. So, because I was driving a certain car I was stopped for no reason except for being a black man in a nice car"; "I was in with a client [law practitioner] and her son was outside waiting in the car. The police walked up on my client's son in a parked car, they began to ask him to exit the car when I came out of my place of business to ask them why were they bothering him and that they should leave him alone."*

Unfounded arrests have been mentioned by several participants, highlighting extremely serious issues regarding the legality of some police officers' actions towards the community: *"my son had won his state high school basketball championship and went out one night wearing his letter jacket. He and his friend went to a party. When they returned after a trip to 7-11, the police had surrounded the house they had just left. One officer saw that my son was wearing his letter jacket and said that he didn't like athletes. They arrested my son and charged him for substantial battery."* As a consequence, some participants mentioned that although the unfounded arrests did not lead to prosecution, they remained in records, potentially affecting future life choices and opportunities of participants: *"They [the officers] arrested and charged him [my son] only because they wanted him to talk. We went down and paid the bail, but that record followed him."*

The lack of logic of some police officer's actions besides one based merely on active profiling can be illustrated by these participants' personal experiences: *"I was with a group of white co-workers and we were stopped due to license plate issue. The officer disregarded the driver and questioned me, the black female"; "I was going to work early in the morning and was waiting at the bus stop. Directly across the street from me there was a white man waiting for a bus also. Suddenly officers came up, got out and searched me without my permission claiming there had been a call about a robbery in the area. They didn't search the white man. [When] I called internal affairs, [I was asked] "Wouldn't you stop you at 5 am?""*

1.3.3 Lack of Interest in Protecting, Supporting and Caring about Community Wellbeing

An important part of participants' negative experiences consisted in participants' evaluation of the police actual interest - or lack thereof - in protecting, helping and caring about the community they are working in: *"in general, I don't feel as if they really care about my well-being."* Another participant shared a comment heard from a police officer at the scene of a deadly accident: *"that's one less criminal we have to deal with"*, highlighting a reportedly flagrant disinterest in the death of a community member.

Besides individual well-being, lack of interest by police officers was found in comments regarding lack of police response when called by community members: *"I set up a block watch after not getting police response to burglaries in my neighborhood. I struggled to keep residents involved due to dismissal of our cases and lack of help from police"; "I recorded what seemed like drug activity. I brought my notes in, but officers told me there was nothing they could do. This was my biggest frustration."*

Some participants shared encounters during which the intervention of law enforcement officers turned out to be negative for the victims themselves: *"I was involved [trying to intervene in a domestic*

dispute which occurred in public near Washington High School] and when I flagged the passing officer down he immediately was rude and unprofessional to the female and called her pejorative names and was insulting and not recognizing her humanity. He was not helpful in the least bit. He said the only thing he could do was to take her [the victim to jail].” Another participant shared a story where both lack of police response and negative treatment of the victim collided: “a person broke in with intent to rob and did bodily harm to me. I defended myself which left him wounded. I proceeded to call the police and no one came. I decided to take my witness of what happened with me to the police station and report it myself and was arrested and spent four days in jail before my name was cleared and story verified.”

As a consequence, some participants mentioned their frustration as well as their loss of trust in the police in general: *“I do not call the police ever because whenever the police get involved someone is going to get hurt, killed or go to jail. Their lives will never be the same.”*

1.3.4 Aggressiveness, Violence and Abuse

Excessive aggressiveness, violent verbal and/or physical interactions and abuses have been reported by a great number of participants: *“once I was driving my car and was pulled over by a cop, he said, ‘go on, or do I have to break your window out’”; “I don’t have any violations have not gotten any citations—yet they come at me very forcefully”; “I had a negative experience because the officer tried to tackle me when I was cooperating.”*

Some experiences pointed to an excessive escalation of minor situations and/or disproportional and illegal use of force, to the point of physical harm: *“I was going twice the speed limit and officers pulled me over, I got out and was slammed into the windshield head first”; “A bag of cocaine was taken from an automobile that didn’t get turned in to the police department. My son obtained a copy of the incident report, which is how the discovery [of omission] was made. He went to the police department and filed a report explaining that the cocaine was removed, but not reported, and the officer later came to my home, removed my son, and took him to Washington Park and beat him for telling.”*

One participant suggested that violent behavior from police and open aggressiveness towards community members stems from the need felt by some officers to assert their authority, possibly in order to gain respect by instigating fear in the community: *“I see a lot of young cops trying to be macho out to prove themselves.”* Fear has indeed been mentioned by some participants regarding the violent encounters they had experienced: *“now, I don’t know what to expect when I get stopped”; “My children ran home terrified after seeing their friend’s uncle dragged out of a house in a case of mistaken identity.”* Proper training on the role of officers and the hidden repercussions of their actions in the minds of their community members thus seems essential.

2. Second Round Question: "Imagine that Milwaukee were to become a community that is described nationally as having excellent police/community relations. What would that look like on the ground?"

"Increase in training for officers as well as community / residents!"

"Everybody would be treated equally. There would be ongoing discussions of current issues. It would look like one big happy family. But that will never happen due to the economy. People in power make rules for everyone else. Society would have to change to make real change."

"We need to rebuild unity in our city amongst African Americans."

"How can they be expected to have the sensitivity toward people of color when they come from a totally different background? That's unrealistic!"

Despite some participants who declared having difficulties imagining Milwaukee as such a community because *"everything is out of hand"*; others shared a considerable amount of solutions, changes, and improvements with passion and hope for a better future. A clear call for action resonated amongst participants, with an emphasis on the need to keep the model fresh and new, listen to the community and expand on the use of data and statistics based on evidence: *"I believe in data and statistics regarding the social environment and how people may live together. I am interested in solutions and outcomes."*

2.1. Improvement of Standard of Living and Media Image of the African American Community

The improvement of the living conditions, societal opportunities and social image of African American communities consisted in an important part of the participants' comments.

In a society where *"there is too much of a gap between the haves and the have nots"*, numerous participants focused on underlying issues that have affected disproportionately African American communities: *"African Americans would have more jobs [...]. African Americans would also be better educated."* Since *"the problem is a problem as a whole"*, changes in the state of the economy in general, and in access to employment for African American communities in particular, have been mentioned as *sine qua non* conditions to improve relations. Reportedly, it would enable a reduction in poverty and consequently minimize poverty-related crimes, as explained by these participants: *"we need to deal with poverty issues — you can't feel safe if you can't provide"; "most people who do crime feel the need to feed their families."*

Access to and greater funding of mental health services, both within the communities and in schools, was mentioned by several participants as a 'must' in order for the existence of better relations, *"we need more mental health services"; "we need community resource officers and counselors in the schools for mental health issues"; "more [should be] spent on those suffering from mental illness and how they are cared for."* It appeared to be of extreme importance as *"there is no place for them [mental health patients] to turn; the system is broken, now releasing them on the street or assigning them to the criminal justice system."* Besides, as trauma has been identified as *"an issue among many people"*, members of the community who have witnessed or been the target of a crime would benefit from adequate support: *"lots of people have no way or mechanisms to deal with this [trauma]."*

Finally, some participants identified the need for a change in the image of African American communities both in the media and in the mind of the rest of the population: *"Media needs to be called on the carpet for bad reporting and bad imagery."* It appears that numerous participants are calling for the creation of real public platforms for communities to freely voice their experiences, and for the rest of the population and the media to listen without judging or questioning something that they have not experienced.

2.2 Community-Based Solutions

2.2.1 Better Relations and Communications Within and Amongst Communities

Several participants argued that before thinking about healthy police - resident relationships, it would be necessary to focus on community relations: *"you need community relationships not so much police relationships. We should be able to live and take care of ourselves and families without having the police around."* In order for this sense of community to further develop, some declared that 'ground work' would be needed to create the necessary feelings of attachment to neighbors and neighborhoods that appears to be missing according to some: *"I think because people are dealing with so much stuff – the village mentality is not taking hold."* Besides individual struggles of community members, some participants highlighted that the difficulties regarding access to property amongst African American communities will add to the struggle of creating communities actively involved in the life of the neighborhood: *"If I am in Tosa where there are more homeowners I feel safer than being in the inner city where the majority of people rent and do not have a real investment in their homes."*

In order to achieve this greater sense of community, some participants suggested to focus communication, especially on getting community members to talk about the issues they are facing with other members, about the changes they wished for: *"If we can go block by block, we can start to change our communities. The key is to talk to people and help them say what they need. We need to practice communication among professionals and community members."*

Intergenerational exchanges and improvements of family relations appeared to be important to several participants as ways to improve the community. First, *"community days"* and other *"days of fun"*, specifically involving intergenerational participants, have been mentioned by some participants (including a teen participant) as a possible way to encourage *"the nurturing of one another."* Besides, such events were seen as opportunities for older generations to mentor and re-direct the younger ones when needed - *"Respect and charity first comes from home. Youth shooting and acting belligerently is because their generation didn't teach them better. There should be mentoring from the older generation."* as well as for the younger ones to teach their elders on the realities of their everyday lives: *"There should be [...] learning from each other between the older and younger generations."* Second, a few participants mentioned the need for parents to actively get engaged in the life of their children and dedicate time to their needs: *"Parents tell their children, I'll call the police on you [but] they won't do anything until we do. We have to take initiative to better ourselves. Young people don't expect to receive love in their households."*

This call for a greater unity and better communication amongst the community was echoed by others as well, as it was understood as a possible way to increase people's power and visibility *"People power must be improved; if we are small, the issues won't get heard."*

2.2.2 Greater Involvement and Action from the Community

With a stronger and more united community, various participants expressed their will and hope for greater involvement and actions of community members towards the establishment of excellent police - community relations. Starting with a greater participation in elections - *"People don't know their elected officials and they don't vote. Elected officials don't respond to you if you don't vote."* participants have called for *"community policing"* and *"street level problem solving attitudes."*

As a participant shared with the group, *"I use to live at 12th and Capitol when it was a middle class area. At the time we knew where the drug houses were, we knew who the drug dealers were. We were able to point to the five houses that caused most of the crime in our neighborhood but we never felt compelled to report them to the police."* Community policing was thus mentioned by some meaning a greater involvement of members in the life of the community paired with a greater will to solve - or help solve - the issues it might face. Another participant mentioned *"the call by Minister Louis Farrakhan for individuals to come forward [to address police actions] and to police ourselves, and get in between [authority figures and the community] to settle disputes."*

Other participants mentioned the benefits that a collaboration between communities and the police on diverse issues such as *"the recent 500 fathers gathering to unite to help patrol and work with police for safer neighborhoods"* would have regarding both the improvement of relationships and the increase in security in African American neighborhoods. The need to actively work for a better future of the community appeared to be rooted, for some, in the future of the new generation, in the need to *"tak[e] our community back for our children."* In addition, community - police collaboration was considered by some in the form of *"Civilian Review Boards"*, meaning the establishment of independent civilian bodies who would review instances of alleged misconduct.

2.3 Better Communication and Ways to Voice Issues

Greater and more effective communication between police and community members was mentioned by numerous participants as extremely important to achieve good relations: *"we have to talk to each other to get to know each other."* Bringing back *"regular neighborhood talk backs between police and community"* or other types of *"regular community conversations"* were proposed as ways to increase communication. Such events could enable *"trust building"* and the establishment of honest channels between residents and police officers for *"officers [to] honestly communicate their concerns and issues with the communities they serve"* and for *"community members [to] be able to report problems they have with officers without repercussion or filling out 14 forms."* In addition, a few participants explained that more organized channels of communication could *"bring a spirit of welcome so we can come together on common ground"* as well as guarantee transparency as it would give community members access to police activities, *"full disclosure — open data."*

An important part of the establishment of communication for various participants resides in the need to humanize people, *"avoid segregation - us vs. them"* and *"accept diversity."* As a participant declared, *"humanity at its most fundamental level must be emphasized."* Such a process could *"level the playing ground"* towards the establishment of *"mutual respect, and treating each other as humans."* This way, *"that attitude - it's your problem, not mine"* could slowly but surely vanish from conversations.

2.4 Better and More Diverse Involvement of Police

As was said by a participant, *"separation from community is a huge issue."* This idea appeared to be in the minds of many, as participants were calling for a greater integration of the police in the

community they serve, as well as a better representation of the community diversity in the police force in charge of its protection.

Many participants mentioned the need for greater involvement of the police forces in the community they serve, and had several suggestions to achieve it. First, involvement could result from the use of *"residency requirements"* in order for police officers to reside in the area they are responsible of: *"we need police living in the area where they work."* Second, *"requir[ing] officers to volunteer in the communities in which they were work – especially for officers who do not have a relationship with their communities"* could facilitate such involvement. Third, active efforts to serve and assist the community by *"going door to door checking on residents asking how they can help them"* or, in general, *"catching officers doing good things randomly in the neighborhoods"* could prove to community members that their officers care for their wellbeing. Fourth, actively participating in community policing was mentioned as another way to get involved: *"to see how well they participate in community policing."*

A greater socialization between police officers and residents on a daily basis could increase involvement: *"On the ground officers should socialize with community more."* The example of the distribution of baseball cards to the youth was brought up by several participant as a very good program that helped interactions: *"It was nice when the police use to pass out baseball cards; we had a chance to talk with them"; "I see it like back in the day when officers had the baseball cards and they played with our children."* Besides, it could demonstrate to the community that *"they [officers] would make a special effort to relate to our youth in healthy ways."* In addition, socialization could enable police officers to interact somehow outside of the hierarchical authority that is implied in their title, as was describing a participant: *"One specific positive example would be how the 2nd and 3rd district police are working with the Benedict Center Women's program. The police go there to learn about the social service aspect of helping the women. They wanted to learn how to better deal with the women in a social service aspect. Police enjoyed thinking about the bigger picture instead of authority."*

Participants highlighted several benefits from a greater integration, such as increasing the understanding of the African American culture by police officer - *"they will have a feel for what the neighborhood culture is"; "when a cop lives in the area where he/she works, they understand the people better"*, knowing the neighborhood's police officers for the community - *"we would know the officers in our neighborhood."* increasing mutual respect and trust - *"our officers would respect the communities and their culture"; "I believe this could help in establishing dignity and respect for each other."* removing natural bias - *"regular involvement removes implicit bias."* and destroying widespread fear from police officers - *"this would mean people would have to be able to say I am not afraid of the police."*

Several participants mentioned a need for greater diversity amongst the police force: *"[Good relations] would take affirmative action, more effort to become diversified."* *"Improving ethnic ratio"* amongst the police force in order for it to reflect and *"be representative of"* the diversity of community they are serving was mentioned by various participants: *"I think one of the most important things that should change is that the police force is more reflective of the community; we need more black officers."*

2.5 Education and Trainings

2.5.1 Education

2.5.1.1 Increase Minimum Education Requirements for Officers

A few participants mentioned that increasing the minimum education level for police officer applicants, and/or including psychology and sociology classes as a mandatory part of education requirements, could potentially enable police department to hire individuals with previous knowledge on and interest in human behavior and psychology. Additionally, one participant evoked the mental statement of applicants, highlighting that *"most have military backgrounds and we know that some people coming from military suffer PTSD."*

2.5.1.2 Education on How to Interact with Police Forces

Some participants suggested that educating the community on the appropriate ways to react to police officers both in everyday life and when in more complicated situations would be beneficial to community members. As explained by one participant, *"it is for us to learn the dos and don'ts of dealing with law enforcement"*, while another participant asked for the appropriate authorities to *"Teach [us] not to be hurt when being questioned or detained."* It has to be mentioned that although not explicitly mentioned, participants tended to allude to the existence of generational differences amongst the community, implying a need for the younger population to be advised.

2.5.2 Trainings for Officers

Many participants called for deeper and more diverse trainings for police officers, from de-escalation techniques to psychological support.

2.5.2.1 De-Escalation Techniques - Appropriate and Proportionate Use of Force

It is important to notice that in most cases, participants mentioned that the existence of the "ideal" trainings would not only call for the 'addition' of new ones, but for the 'deconstruction' and 'transformation' of existent trainings and paradigms as well. Indeed, for participants, police officers appeared to be trained on *"acting out of fear"*, *"shooting to kill"*, *"use of excessive force"* and *"punitive techniques."* Instead, "Cops should recognize that they will get punched sometimes (backlash). No more 'hero' idealism thinking that nothing should or is going to happen to them."

First, participants have identified police officers "acting out of fear" as an important issue. Reportedly, it could be solved in part by trainings on how to assess threatening situations while remaining cold blooded and rational. As put by a participant, *"it would be nice if they would stop tripping over their guns, and stop saying, 'I feel threatened'. That will make a nice world."* "Using dignity and discretion" in dangerous situations has been suggested as a starting point to define the direction to be followed by police officers.

Second, Participants mentioned the need for an *"emphasis in de-escalation tactics"* in order for police officers not to add to already heated interactions and instead redirect all involved towards more constructive and non-violent interactions and problem solving techniques. It could be argued that the use of such techniques by police officers could not only benefit police - resident encounters, but the greater community life as a whole as officers would be spreading useful pacifist conflict resolution tools amongst various communities.

Third, trainings on appropriate and proportionate use of force have been considered by participants as essential. Speaking about methods of confrontation, a participant declared, *"You don't use excessive force when stopping someone for a traffic violation. What is the nature of the alleged crime"*

instead of militarized actions and racism?" Indeed, the use of "punitive tactics", the excessive reliance on weapons have been identified by participants as aspects of police behaviors that need to evolve and/or disappear. As one participant stated, *"We need people who respect life."* The idealist and romanticized notion of "hero", defined by a participant was pointed out as another element adding to the already difficult notion of reciprocity in the use of force. As another participant put it, *"quit complaining about crime. It always has been. It always will be"*, implying that direct contact with crime is at the core of the work of a police office.

2.5.2.2 Trainings and Actions to Change Police Mentality and Serve Community

It appears obvious to participants that the greater underlying issues are related to racism and differential treatment, *"If we can get rid of racism it will cure the problem"*, and shifting the paradigm *"from policing to protector"* as *"the police are public servants hired to contain us, not protect and serve [at the moment]"*, and the focus *"from assailant to victim as 40% of victims become offenders."*

Trainings on adequate and fair ways to view and approach the community have been identified by several participants as extremely important: *"we need to change the ways police are trained to engage with the public."* In order to do so, participants suggested for police officers *"to get out of slave mentality while controlling—black suppression"*, leave behind the notions of the *"control of the African American population as unruly"* and the *"targeting and intimidation"* of black people. A training in social services has been identified as well by some as a way to increase the capacities of police officers to deal with the "Other", especially when social issues are at the core of the problem, *"Cops should take social service trainings."* The goal of these was explained by another participant, *"Police officers [would] actually take an interest in our kids and what they are going through. They will listen to our kids instead of locking them up and treating them with integrity."*

In parallel, an emphasis was put by several participants on motivational training and performances in order for *"our officers to want to truly serve their communities."* According to some participants, such trainings could improve response time, which *"would bring a certain level of respect and decrease in crime because people would expect that something would actually happen."* Besides, these trainings would be positive for both the communities and officers, as one participants declared, *"most motivationally-trained officers approach their jobs more easily."*

2.5.2.3 The Importance of Psychology: Before and in the Force

Several participants mentioned the importance that the psychological stability and support of (future) police officers to achieve good police - resident relations. The general psychology and mental stability of aspirant and current police officers could be assessed as well as "oriented" with training in anger management as suggested by one participant.

Several participants have mentioned trauma and stress experienced by police officers as well. A few participants highlighted that *"trauma is an issue among many people. It is buried deep but lots of people have no way or mechanisms to deal with this."* As an issue affecting the community as well as police officers, some participants explicitly called for a continuous psychological support to help police officers deal with their trauma: *"our law enforcement system would provide support for officers to work through the stresses of their jobs. I don't know what technique officers use to come back from their horrific experiences. Officers can see traumatic things all day without really having a way to come down from them."*

As a participant (EAP therapist) mentioned, *"some officers should not be on the force, a lot of them are fearful, and the level of stress from family, school, job, friends...etc, cause a percentage of them to question why they chose to become officers."* It appears that the establishment and/or reinforcement of a system for the early identification of psychologically unstable officers appears to be needed in order to avoid burn-outs and break-downs while on duty, leading to dangerous and sometimes deadly situations.

2.6. Laws, Rules and Legal Measures on Police Misconduct

Adjusting existing laws, rules, and regulations, creating new ones and enforcing them all fairly and equally have been present ideas in the discourse of various participants.

First, adjustment and changes have been called for by some in order to reportedly create a more sustainable system. Salaries and work shifts of police officers have been mentioned by some as needing some adjustments: *"Salary—a lot of officers make 100K; this is done by design—not just for Milwaukee—this is the status quo. Police and fire commission board need to deal with paper title—it's getting worse"; "Officers should only be on a [work] shift for a certain period of time, and that should be mandatory."* Stricter rules on police department auditing as well as drug testing have been mentioned as well as ways to improve the effectiveness and transparency of the police system: *"Police departments should be audited constantly"; "Drug test officers on regular basis."* On a more ideological level, other participants focused on the unfairness of certain laws that implicitly tend to 'target' or 'affect' specifically certain communities, and the necessity to change them: *"Stop having laws that are skewed, that allow some people to live freely and others in fear."*

Second, some participants mentioned the need for additional gun control legislation in order for police - resident relations to increase as *"[w]hen the founding fathers passed the 2nd amendment for gun control laws they never imagined the type of guns that would be made."* As a matter of fact, while one participant declared that 'such a Milwaukee' *"won't work because there are too many guns on the street"*, another declared, *"I think it would help to have a decreased level of gun saturation"*, identifying police officers as able to contribute to such change, *"police may be protective for the saturation of guns."*

Third, a participant declared, *"there is too much incarceration of blacks for the same crime committed by whites"*, while another one asked: *"what is the metrics on being stopped for driving while black?"* Indeed, actions to stop unequal enforcement of laws and incarcerations by police officers (*"targeting"* and *"racial profiling"*) have been called for by numerous participants, namely a greater accountability of the police and reforms in the police system. The creation of committees to work both on police reforms and accountability has been proposed by some: *"I will be advocating for a police action committee"; "We need a coalition to Police Reform — we must deal with police accountability issues."*

Regarding complaints against the police department, the involvement of Ombudsmen has been suggested in case of lack of results or long waiting periods: *"we need real remedies within 1 week of a complaint. When it's responded to and if people are not satisfied with the results perhaps Ombudsmen with Court needs to be brought in to assist with police and fire departments."* In case of police officer misconduct, a participant declared that *"the Police needs to stop getting paid when they are under investigation"*, while another focused on the needs for *"corrective action for officers that are found in violations of their oath."*

Finally, the protection of police officers who report on misconduct has been mentioned by some: *"stop penalizing police officers who report on others. These complaints should be self-contained and have more weight without penalty."* Another participant shared a personal example of the trouble experienced

by 'good officers' when trying to do right: *"Females on the force go through a lot of negative stuff. I've seen officers do wrong, and when I reported it I got in trouble. That's what they do – you get in trouble if you report wrongdoing, so a lot of good cops don't report the bad just so they can keep their jobs."*

Connected Conversation

The main topics touched during the connected conversation included the lack of willingness to act from politicians as well as the lack of coordinated efforts from their part: *"Nothing will change unless those who run things make change"*; *"What concerns me is that there is not a coordinated effort. We have leaders who refuse to work together"*, the importance of understanding the issues faced by the African American community as a global issue: *"People think it's just affecting the black community, but it really affects us all [white participant]"*, and the need to work together to humanize, love and respect the other: *"We have to be committed to stop dehumanizing people."* *"White privilege"* and *"racial disparities"* were some of the parting words used by participants, words of frustration, anger of participants aware of changes that need to happen. *"Getting rid of the Jim Crow mentality"* is needed in order to, as one participant explained it, *"make it a WIN/WIN situation."*

Annexes

Question 1: *“What has your own personal experience, both positive and negative, been when interacting with law enforcement in Milwaukee?”*

1.1 No Interaction, Neutral and Mixed Experiences

- I’ve never had a positive or negative experience with the police.

1.1.1 Neutral

- My overall experience has been neutral.
- I have not had a positive or negative experience either way; I moved here two weeks ago from Racine.
- I do not have experiential encounters to report on because as an EAP therapist I work with both female and male officers daily, I see them in their civilian clothing and that sets up an orientation in my mind to connect with their humanity,
- I have had no interaction with the Police. I don’t get pulled over in Milwaukee because I’m black; that unspoken narrative doesn’t apply to me. I know a friend of a friend that’s a racist cop.

1.1.2 Mixed Experiences

- As a parole officer, I’ve seen good officers and lazy stupid officers.
- I have a negative experience and a positive experience.
- My positive interaction with police in the past has been at public events. My negative encounter with them was I was involved [trying to intervene in a domestic dispute which occurred in public near Washington High School]
- I am unsure if there are any negative experiences. I feel that any negative experience can be related to a person’s personality. I can remember a time I was trying to approach the police about an emergency situation. The police was not able to help or hear me for trying to direct me on how to act and respond to the situation. I feel like in that case it was the police officer’s personality.
- We were walking down the street and a police officer just spoke to me out of the blue. He said “HI” and I felt like he saw me. He noticed me and said HI, I felt like all cops weren’t bad.
- I have experienced positive and negative. I really feel like it depends on where you are located in the city if you will have a positive or negative experience. If you are in a place they feel like you should not be.
- I have experienced both positive and negative interactions with law enforcement.
- I have had good and bad experiences with the police.
- Due to the nature of my job, I have had a lot of good interaction with the police but there was once when I had a negative experience.
- I am from Wauwatosa and I grew up at a time when people were respectful of authority. We were always careful around cops and realized that they had the power to treat us arbitrarily. They need to know that they are civil servants for us. I dismiss staggering cops.
- Overall, I believe we have good and bad cops just like you have good and bad employees. I hear from others about the bad experiences they have had; how they’ve been treated—that’s it.

- I have had some experiences but there have been many more negative experiences involving me and my family.
- My experience has been good but my father and brothers have been harassed.
- My direct contact with police has been good. I have seen intense interactions with my loved ones.
- My experience has been really nice. I was never stopped when I was a teenager; however my brother got stopped a lot by the police.
- I think I'm fortunate that I've never been pulled over or had any negative experiences with law enforcement. Even so, I still feel negatively about them. There's a thing called vicarious trauma. I think when we hear stories from others, there is an amount of anxiety you share. I think I distrust police officers because of this.

1.2 Positive Experiences

1.2.1 General Positive Experiences

- My positive interaction with police in the past has been at public events
- I have been able to have positive experiences by building relationships with law enforcement officials. I know captains and police chiefs. The average person doesn't have that.
- I had an encounter with armed officers of the law exactly one time. Within my first year on a county board, one of my colleagues was arrested for bribery. Long story short, I wound up voting not to restore that person to power. Later, two armed officers came to my house. They wanted to discuss some of the details of my vote and involvement. I invited them in and they were respectful.
- Being from a family of law enforcement officers, I never had a confrontation with the police. .
- My experience has always been positive when being stopped by MPD.
- I have had positive situations where police have involved themselves in a situation I was in.
- I work in the police officer's office at my school. I have connected with them in a good way.
- As an adult I have met many good police officers.
- Positive when working with the police in the community.
- Positive when they come around and no crime has been committed.
- Positive experience in several instances personally and as an advocate for my students.
- Positive helping to shut down drug houses in my neighborhood.
- I did have a positive experience with police. Some teenagers broke windows in my house while I was inside. My phone had died and I was afraid but I was able to call 911. Police officers came and saw that no one had actually entered but that it was just kids doing mischief. I asked if they would stay until my son got home. They were very polite and made me feel safe until he got home.
- When I was a kid growing up I remember that cops would come around the neighborhood just talking to kids; they would give us baseball cards. Another positive experience was when my uncle who lived near St. Joseph's hospital got his car jacked. A lot of this was going on in this area. My mom was afraid. We called the cops and they came to our rescue by making sure we got home safely.
- In a positive incident the officer listened attentively and asked questions after I witnessed a [and detailed the activities of an active] shooter. I felt respected.

1.2.2 'Active' Positive Experiences

- My interaction (while Hispanic) has been mostly positive. I have driven around for months with expired license tags and was never pulled over. I was made to realize there is a difference with whom they decide to pull over. My family trust the police to help them
- My experience has not been that negative. Today on my way to work I saw a police officer ride by on a bike and I waved at him, to let him know that I supported him in light of all that has been going on the past week. He waved back and gave me a surprised kind of a look.
- Positive because I give the officer respect and I was taught how to communicate with them and not cross the line.
- Positive experience revolves around have a respect for law enforcement. I try and tip my hat off to them any chance I get.
- As far as positive experiences, I make it my business to have a good relationship with officers and elected officials.
- I teach my son to be careful about who he hangs out with, I am not afraid of the police; and when I call them, I expect them to come.

1.3 Negative Experiences

1.3.1 High Quantity of Stops and Lack of Respect

- Had a little direct encounter at a young age. I had scary encounters.
- They often stop me. I thank God for knowing about professional training and that even though certain people are kept safe doesn't mean that we lose the need to be safe.
- In a negative incident, I was repeatedly followed late at night by police en route to pick up my daughter after work. It was apparent that I was being followed because they would begin following me at a certain point, and then trail me turn-by-turn, street-by-street until I turned into my mother's driveway to pick up my daughter.
- Before I joined law enforcement I was pulled over two to three times a week. Traffic stops have gotten better since joining. Even so, I haven't had many positive experiences. I've never felt like I was treated with a level of respect.
- I mostly have had overwhelming negative interaction with MPD. My 4th amendment rights have been openly violated on numerous occasions, violence directed toward my person, and many acts of "unprofessional behavior" I have witnessed.
- My first incident was about 1980, I was driving to pick up a lady and carry her to church with me. I stopped and blew my horn when I got to her home, and a cop came over and said, "Your horn is not a doorbell."
- I have [...] called out of my name and not respected due to the reasons for my interactions with them, the police. I have been a community activist for 50 years or more and have participated in marches and protests so I figured my face and voice was familiar to some of the more experienced police officers.
- I was given no empathy, He was very disrespectful, I felt violated and I felt like he was being very racist in his tone, demeanor and his lack of compassion for my children and me.
- Then he arrested me, took me to the station, he took a mug shot without booking me. I felt so disrespected.

1.3.2 Unfair Treatments and Unfounded Arrests Based on Profiling

- My son had won his state high school basketball championship and went out one night wearing his letter jacket. He and his friend went to a party. When they returned after a trip to 7-11, the police had surrounded the house they had just left – a fight had broken out. One officer saw that

my son was wearing his letter jacket and said that he didn't like athletes. The officers arrested my son and charged him for substantial battery.

- I grew up in DC, I saw the riots, but had no direct experience. I moved to Milwaukee when Chief Brier was in office. My friend was stopped by the police and put into a Patty Wagon and was beaten up. During that time, sometimes a well-dressed black woman would be stopped and put in the Patty Wagon because they perceived her to be a prostitute.
- I remember an 18 year old young black woman standing on the street corner; someone had called the police due to some disturbance in the area. A cop walked up to her with his gun pulled. Whoever called the police came out of their home and told him that this is not the person regarding the disturbance.
- I practice law and have experienced negative encounters with the police in trying to defend my client's son and once witnessed a homeless black man get harassed by the police in Milwaukee. I had an office at 8th and Michigan. I was in with a client and her son was outside waiting in the car. I could see through my office window that the police had walked up on my client's son in a parked car, they began to ask him to exit the car when I came out of my place of business to ask them why were they bothering him and that they should leave him alone.
- I had a negative experience one day when I was driving home from work one night... I passed a police car and knew that they had ran my plates... they eventually stopped me and said my car fit the description of a bank robbery and that I looked like the description of the person. I was really irritated because I know that they knew that I was a woman and that the suspect was a man. I also was upset because they had already ran my plates and could tell that I was around the corner. I feel that they were racially profiling me and the answer he gave me when I asked him why he stopped me proved that he was. He knew that I was a woman and that he was looking for a man. The officer approached me in my car with an attitude and with his hand rested on his gun.
- My first interaction with police was in Glendale WI. I was stopped by police and he asked me if I knew why I was being stopped. I told him that I did not. He said that I had ran the red light and asked me for my license and insurance card which I gave him. He ran my name and got no hits for any violations traffic or warrants. I told him that I had to make a judgment call because of when the light changed and that if I had attempted to stop, I felt that I would have stopped into oncoming traffic so I made the decision to keep going but the light was yellow and not red. He told me that running a caution light was illegal as well. I asked him, "How could it be illegal to go through a caution light?" He paused for a second handed me my license and insurance card and gave me a ticket for running a red light. I felt like I was not being treated fairly because I did not run the red light, I got caught between it changing from yellow to red and all of us have been in that situation. I don't think that, that is a punishable offense because I entered the intersection under the yellow caution light not the red light.
- My second interaction with police happened in Franklin WI. We work with at risk kids and we took them on a field trip which included a scavenger hunt. A so-called concerned citizen called and said that there were undesirable men in the neighborhood. The police showed up and detained us for over 45 minutes. My co-worker and I explained that we were on a field trip. We showed him the sign permission slips for the 20 kids that we had with us, all of whom were African American. My coworker and I are both White males. The policeman was white but he had a very nasty attitude because we brought Black kids into "his patrol area." He asked us to take our scavenger hunt to a different neighborhood because the residents here was not comfortable with all these Black kids running around in their neighborhood. I told him that we had signed permission to be here and that we would leave as soon as the scavenger hunt was concluded. It was the very first time that I felt like I understood what it was like to be Black in a White neighborhood. I was very

ashamed of the white privilege that I had used for all of my life without understanding the racism that it perpetuates perpetually toward people of color.

- During a traffic stop the law enforcement officer on the Whitefish Bay Police Department pulled me over because I just returned from and extended stay in Israel and I was driving a very old early 1990's vehicle. He stopped me because evidently he could not identify me because I had a gray hoodie and driving that automobile, he could not tell me he was profiling me. Once he pulled me over and it was revealed that I was indeed; a Caucasian woman he immediately allowed me go with a warning, without indicating the reason for the stop, it was certainly apparent to me that police profiling was in effect,
- I was with a group of white co-workers and we were stopped due to license plate issue. Officer disregarded driver and questioned me the black female.
- I was delivering newspapers in Wauwatosa and I returned to my car and was immediately surrounded by police.
- My first negative experience happened during a so-called routine traffic stop. I was driving in Wauwatosa and a police officer pulled me over. After I gave him my driver's license and he ran my name, he became very offensive in his tone. I asked him if he had a problem and he got mad and started to pull me out of my car. Then he arrested me, took me to the station, he took a mug shot without booking me. I felt so disrespected. When his captain heard about my illegal arrest he came to apologize to me. I told him that all I did was drive while Black. I felt targeted.
- I purchased a certain model car about 3 years ago. Once while driving I was pulled over by a female Latino cop supposedly for speeding. She proceeded to call for 2 other police officers to the scene. So I thought this was excessive overkill for little old me for speeding. So, because I was driving a certain car I was stopped for no reason except for being a black person in a nice car.
- To me the 70s were bad with racist cops acting without provocation. Once a Latino cop stopped me on Vliet Street. He said my license was suspended—it wasn't and he gave me a ticket. In court, they interact with you in a nice way.
- Another time I was going to work early in the morning and was waiting at the bus stop. Directly across the street from me there was a white man waiting for a bus also. Suddenly officers came up, got out and searched me without my permission claiming there had been a call about a robbery in the area. This was at 5:30 am. They didn't search the white man. I called the police office and got nowhere. I was told there had been a robbery and to go to internal affairs. They contacted me and said "Wouldn't you stop you at 5 am?" So they weren't any help. Their mindset is worse. Not until I complained to the mayor's office did I get some remedy for the situation.
- I have seen racism first hand. I have called them on it but nothing was ever done. Once some black kids asked if they could rake my leaves and I said "Sure." Five minutes later two cop cars arrive and came to my door. "Do you know there are kids in your yard?" I had hired these kids! I looked at their faces and saw how this had demeaned them. "We're used to being treated like this." We have got to work on this! But how? Driving while black in Tosa is a real problem. Police have gotten intensely vigilant!
- Another time I saw someone [fatally] hit by a car, and the officer proclaimed, "That's one less criminal we have to deal with."
- I pulled up next to an officer at a light. After he looked over at me and realized that I am African-American he signaled me to pull over and ticketed me. It was thrown out in court.
- They arrested and charged him [my son] only because they wanted him to talk. We went down and paid the bail, but that record followed him.
- I am originally from India, but I've lived in America for over 46 years. My bad police experience happened one night in Chicago. A friend of mine and I were leaving a party and once we were on the sidewalk two police drove up fast with guns drawn. They asked us to put our hands on our

heads and to get on our knees. We complied but we felt violated. They frisked us and then check our Identification. Then we asked them why they were harassing us. They didn't speak but a little while later a car pulled up and there were two police and two people in the back seat. After a few minutes they drove off and my friend got really ticked off and stood up and asked the police why we were being detained. At that point they said that we fit the description of two robbers that had held up the people in the back seat of the police car. We had told them that we just came out side from the party but they did not listen and held us against our will. They gave up a half-hearted apology and let us go but we still felt violated.

- I went to college in Tennessee but before I left I had no positive encounters with the police. But when I was a little girl, my brother and I were riding our bikes in the neighborhood and supposedly someone called and said that we were riding our bikes on their property. We weren't doing that but this was the excuse the cop gave us for stopping us. He roused us for about 10 minutes and then gave us some traffic tickets for riding our bikes on private property. It was a bogus and the only encounter that I've ever had was negative.

1.3.3 Lack of Interest in Protecting, Supporting and Caring about Community Wellbeing

- In general, I don't feel as if they really care about my well-being. I've only felt like my life mattered in the last 12 months; it feels like someone told them to care.
- I once documented suspicious activity in my neighborhood over a period of 3 months. I recorded what seemed like drug activity. I brought my notes in, but officers told me there was nothing they could do. This was my biggest frustration.
- My negative encounter with them was I was involved [trying to intervene in a domestic dispute which occurred in public near Washington High School] and when I flagged the passing officer down he immediately was rude and unprofessional to the female and called her pejorative names and was insulting and not recognizing her humanity. He was not helpful in the least bit. He said the only thing he could do was to take her [the victim to jail].
- I was involved in a car accident in which I was rear-ended. We called the police but they never responded to my call. So after exchanging driver information I decided to go to the police station. Upon entering the station the police clerk was very rude from the start and would not listen to reason.
- My experience has been negative. "Person broke into with intent to rob and do bodily harm to me. I defended myself which left him wounded. I proceeded to call the police and no one came. I decided to take my witness of what happened with me to the police station and report it myself and was arrested and spent four days in jail before my name was cleared and story verified."
- I have experienced stereotypical treatment from police officers.
- Another time I saw someone [fatally] hit by a car, and the officer proclaimed, "That's one less criminal we have to deal with."
- I set up a block watch after not getting police response to burglaries in my neighborhood. I struggled to keep residents involved due to dismissal of our cases and lack of help from police. Now, in my position at Safe and Sound I get more help. I can also understand from both sides [police and resident] as a resident.
- I do not call the police ever because whenever the police get involved someone is going to get hurt, killed or go to jail. The lives will never be the same.

1.3.4 Aggressiveness, Violence and Abuse

- As time went on, they [police officers] became a little more aggressive. Once I was driving my car and was pulled over by a cop, he said, "go on, or do I have to break your window out." Now, I don't know what to expect when I get stopped.
- I witnessed police abuse young black male.
- I don't have any violations have not gotten any citations—yet they come at me very forcefully.
- While driving in Waupun, I was going twice the speed limit and officers pulled me over, I got out and was slammed into windshield head first. I identified myself as a public official and the situation calmed a bit.
- I had a negative experience because the officer tried to tackle me when I was cooperating.
- I also had an experience in the airport once. A black male was sitting and waiting for the plane to take off. Suddenly a security guard approached him and asked him to leave. The man responded by complying but was hesitant in gathering his belongings. This prompted the guard to become more aggressive in his actions. I asked him, "What has he done for you to treat him this way?" I filmed the scene on my phone.
- However, there have been many more negative experiences involving me and my family. I live on the east side and once I had gone to Pizza Shuttle, gotten pizza, and drove home. As soon as I had entered my driveway, stopped, and gotten out of the car suddenly a car with sheriffs pulled up and yelled, "Don't move!" They pulled their guns out. I didn't make any sudden moves.
- I had one really bad incident with a negative cop on the force. I found out that he had a history of brutality. Other than this I see a lot of young cops trying to be macho out to prove themselves.
- Most of my experiences have been negative. My children ran home terrified after seeing their friend's uncle dragged out of a house in a case of mistaken identity. I went to the scene and spoke to officers. I was treated rudely. The officers refused to let me see their names and badge numbers.
- In another incident, a bag of cocaine was taken from an automobile that didn't get turned in to the police department. My son obtained a copy of the incident report, which is how the discovery [of omission] was made. He went to the police department and filed a report explaining that the cocaine was removed, but not reported, and the officer later came to my home, removed my son, and took him to Washington Park and beat him for telling.
- I have been physically assaulted

Question 2: *"Imagine that Milwaukee were to become a community that is described nationally as having excellent police/community relations. What would that look like on the ground?"*

- Find it difficult to imagine that in Milwaukee on the ground. Everything is out of hand.
- I believe in data and statistics regarding the social environment and how people may live together. I am interested in solutions and outcomes. People do a lot of talk but no action.
- Expanding on the successful model
- Keep reinventing the successful model
- I never thought the problems of our fathers would still exist.
- There needs to be no more pie in the sky pipe-dreaming sessions like this one. There needs to be no more looking the other way. We know what to do. Let's do it!

2.1. Improvement of Standard of Living and Media Image of the African American Community

- African Americans would have more jobs so there would be less poverty which attracts crime. African Americans would also be better educated.
- We need jobs.

- There is too much of a gap between the haves and the have nots.
- Problem is a problem as a whole.
- Good apples are bad if they don't do anything. We need to deal with poverty issues — you can't feel safe if you can't provide.
- The media paints images of all Blacks as being thugs and criminals. The image of all Blacks is negative regardless of how many positive role models that we have.
- Statistics show that only 10% commit crime, 1% are hardened criminals, and these numbers are low—most people who do crime feel the need to feed their families.
- Everybody would be treated equally. There would be ongoing discussions of current issues. It would look like one big happy family. But that will never happen due to the economy. People in power make rules for everyone else. Society would have to change to make real change.
- We need community resources officers and counselors in the schools for mental health issues.
- I believe that economic development would help stop crime in Black neighborhoods. Young Black men are told that hard work pays off. But the disparity in opportunities to prosper is not equal.
- Educate yourself on what's really going on. Wake up!
- We need more mental health services.
- Mental health issue is huge and there's no place for them to turn. The system is broken; now releasing them on the street or assigning them to the criminal justice system.
- Trauma is an issue among many people. It is buried deep but lots of people have no way or mechanisms to deal with this.
- Media needs to be called on the carpet for bad reporting and bad imagery. Milwaukee Police Department gets the most money out of any public service department. This needs to be reassessed so that 20% more is spent on those suffering from mental illness and how they are cared for and more resources towards job development.
- White people must be willing to give up multiculturalism for their own safety. How can white people understand the position of black people when they haven't had their experience?

2.2 Community-Based Solutions

2.2.1 Better Relations and Communications Within and Amongst Communities

- Historically, if you look at America, you need community relationships not so much police relationships. We should be able to live and take care of ourselves and families without having the police around. We should be able to live in peace and freedom, not the American dream.
- We need to rebuild unity in our city amongst AA.
- People power must be improved; if we are small, the issues won't get heard. No group gives up power voluntarily.
- I think because people are dealing with so much stuff – the village mentality is not taking hold. If we can go block by block, we can start to change our communities. The key is to talk to people and help them say what they need. We need to practice communication among professionals and community members.
- We must plug into the community.
- The nurturing of one another to be encouraged i.e. Seniors-Mid Lifers-Young Adults-teens-youth.
- Respect and charity first comes from home. Youth shooting and acting belligerently is because their generation didn't teach them better. More senior generations and youth should have community days to get to know each other. There should be mentoring from the older

generation. There should be days of fun and learning from each other between the older and younger generations. [teen participant]

- What happened to our own dignity and pride [relative to taking governmental handouts]???

2.2.2 Greater Involvement and Action from the Community

- People don't know their elected officials and they don't vote. Elected officials don't respond to you if you don't vote. Parents tell their children, "I'll call the police on you." We have to take initiative to better ourselves. They won't do anything until we do. Young people don't expect to receive love in their households.
- Milwaukee has really good people with multifaceted talents
- When police are told, "Some Black men are beating up a White man," the police come immediately. Minister Farrakhan is calling on 100 fearless individuals in all communities to come forward to help address this issue, to police ourselves, and get in between [authority figures and the community] to settle disputes.
- We need street level problem solving attitudes. My brother witnessed 3 nights of tension in the Sherman park area where there were a group of young guys destroying a bus stop. The police were called and the kids became unruly, throwing rocks and other objects at the police. The police held their ground telling the minors to go home... after a few hours they did. The police handled that situation that night and over the next two nights extremely well.
- Neighborhood patrols and beat officers
- Community policing when I look at it... I use to live at 12th and capital when it was a middle class area. At the time we knew where the drug houses were, we knew who the drug dealers were. We were able to point to the five houses that caused most of the crime in our neighborhood but we never felt compelled to report them to the police. If I am in Tosa where there are more homeowners I feel safer than being in the inner city where majority of people rent and do not have a real investment in their homes. I feel this is missing from the conversation.
- Reference of the recent 500 fathers gathering to unite to help patrol and work with police for safer neighborhoods and taking our community back for our children.
- Civilian Review Board with TEETH (Civilian review involves the creation of an independent body, outside the police department, to review instances of alleged police misconduct)
- We must take better care of each other and our children.

2.3 Better Communication and Ways to Voice Issues

- Officers would honestly communicate their concerns and issues with the communities they serve. We would have regular community conversations.
- Community members would be able to report problems they have with officers without repercussion or filling out 14 forms.
- We need more discussions like this.
- Focus on community and police relations.
- Discussions like this will bring a spirit of welcome so we can come together on common ground.
- Respectful Communication: Equal and fair communication of the law. There would be no bias between races. It would be a partnership and not us against them.
- Having people sharing their stories will bring micro changes. How would you want to be treated?
- We have to talk to each other to get to know each other.
- Hold regular neighborhood talk backs between police and community like we use to.
- Full disclosure should be part of their job—open data.

- Avoid segregation [us vs. them]
- Accept diversity
- Trust Building
- I believe that stereotypes by police and residents perpetuates a lack of meaningful communication so that mistrust and fear of each other will destroy us if we all do not see the value of mutual respect, honor and love.
- We need to get humanized and not feel threatened due to skin color. It's the same thing with drug issues. They didn't care when it was only in the Black community. Now that drug abuse is in the suburbs, Whites care. That attitude ['that it's your problem, not mine'] has to change.
- The existence of mutual trust and respect, and treating each other as humans, not as bad guys has to improve.
- Humanity at its most fundamental level must be emphasized. We will never get to the root of racism. Race is a social construct—must level the playing ground first.

2.4 Better and More Diverse Involvement of Police

- Police are starting to have to build communities before they can protect.
- An overwhelming positive review from your [12 – 21]
- I think we've already done some of the things that would need to happen like the residency requirement. We would require officers to volunteer in the communities in which they were work – especially for officers who do not have a relationship with their communities. As you build those relationships, police will learn what they need to.
- We would know the officers in our neighborhood. It's about community relations through-and-through.
- Our officers would respect the communities and their culture. They would make a special effort to relate to our youth in healthy ways.
- Officers would be regularly involved in the communities they serve. Regular involvement removes implicit bias.
- It would take affirmative action, more effort to become diversified. We need more involvement and engagement in the community. We could attend block meetings between the police and community. I don't know of any police living in the area that they are working. We need police living in the area where they work.
- Residency; police should be from the areas that they work in. The city should recruit from officers from the areas that they live in, this would stop a lot of targeting and cultural bias because white officers that are from outside of these neighborhood grow up not having any real interactions with people of color. How can they be expected to have the sensitivity toward people of color when they come from a totally different background, that's unrealistic?
- Everyone would be treated equally, and Police officers should live in the community that they serve that way they can get to know everyone in their district and develop personal relationships with residents.
- Police would live in the neighborhoods that they work in. Police should mirror the people that they serve so that cultural bias would be at a minimum.
- We need a model to establish resident qualification for the police. When a cop lives in the area where he/she works, they understand the people better. I believe this could help in establishing dignity and respect for each other.
- One specific positive example would be how the 2nd and 3rd district police are working with the Benedict Center Women's program. Police go there to learn about the social service aspect of

helping the women. Police wanted to learn how to better deal with the women in a social service aspect. Police enjoyed thinking about the bigger picture instead of authority.

- This would mean people would have to be able to say I am not afraid of the police. I think it takes more than changing statistics; it takes more than having a community fair. I would envision officers going door-to-door checking on residents asking how they can help them and connecting them to available resources.
- Police connected to the community - Officers being mandated to live where they serve
- On the ground officers should socialize with community more.
- It was nice when the police use to pass out baseball cards; we had a chance to talk with them.
- I see it like back in the day when officers had the baseball cards and they played with our children.
- Catching officers doing good things randomly in the neighborhoods.
- Thirdly, cops should look and be mixed in with the culture they are surrounded by. No more blue culture—no matter what the ethnicity.
- Model of police would be more presence in neighborhood knowing people and have a feel for what the neighborhood culture is at all times.
- Talk to alderman regarding neighborhood policing to make sure this becomes their routine. Also improve ethnic ratio. Right now minority coverage 65-75% while 85% police are white. Residents need to be from homogenous.
- I think one of the most important things that should change is that the police force is more reflective of the community; need more black officers. Stop the idiom of the code of blue silence—stop it! Accountability needs to be publicized and how well they participate in community policing. They must be able to interact with all types of communities to understand nuances of each community and what they need. They need to give report on what's being done and shown by the media to let people know what's working and where they're falling short.
- Better diversity in the force that is representative of the community.
- Separation from community is a huge issue this is a precursor to totalitarianism.
- Police should live in the area that they are serving.

2.5 Education and Trainings

- An increase in training for officers as well as community / residents

2.5.1 Education

2.5.1.1 Increase Minimum Education Requirements for Officers

- Requirement of more extensive education for officers such as 4-year sociology curriculum at the university.
- Research shows that only three percent of our police are being educated, a college degree is not required.
- Also, need to research how we hire policemen? Most have military backgrounds and we know that some people coming from military suffer PTSD.

2.5.1.2 Education on How to Interact with Police Forces

- Teach us how not to be hurt when being questioned or detained.
- It is important for us to learn the do's and don'ts of dealing with law enforcement.

2.5.2 Trainings for Officers

2.5.2.1 De-Escalation Techniques - Appropriate and Proportionate Use of Force

- We need to address how officers are trained to assess threatening situations. If we send officers out into the field who have been trained to act out of fear, they will respond accordingly.
- It would be nice if they would stop tripping over their guns, and stop saying, "I feel threatened." That will make a nice world. Quit complaining about crime. It always has been. It always will be.
- Dangerous situations police should use dignity and discretion.
- Officers would deemphasize "shoot to kill" and emphasize de-escalation tactics.
- Police need training on how to address each issue that arises.
- Better training will help police not to react so much. We need people who respect life.
- Police need better training. They need to have the ability to know how to use a weapon.
- There is a very fine line between being too aggressive and not aggressive enough. How do police determine what level of force to use?
- I think we have made improvements in community policing but when they have to deal with psychopaths like in Oak Creek which is a reflection of our country.
- Do more problem solving. Help educate police that they needn't use punitive tactics.
- Cops should recognize that they will get punched sometimes (backlash). No more "hero" idealism thinking that nothing should or is going to happen to them.
- Community relations need to improve; how police are taught and trained on the use of weapons. What about methods of confrontation—you don't use excessive force when stopping someone for a traffic violation. What is the nature of the alleged crime instead of militarized actions and racism?
- Great Britain and Japan over the last 10 years have had 20 deaths period. So, racism and militarist agenda needs to be dealt with. 1033 program made it possible for tanks and body armor to be given to police. Need to get to place when we don't need this. Get out of slave mentality while controlling—black suppression.

2.5.2.2 Trainings and Actions to Change Police Mentality and Serve Community

- We need to change the ways police are trained to engage with the public
- Data driven evidence base. There needs to be a shift from assailant to victim. 40% of victims become offenders. I think it's ideal to focus on the victim in most cases to ensure that they do not become offenders.
- The police are public servants hired to contain us, not protect and serve.
- I think the biggest challenge is motivating our officers to want to truly serve their communities. Most motivationally-trained officers approach their jobs more easily.
- Become better model and change the paradigm from policing to protector. Historically, the rising role of the patrol officer as something more; this process has been a reclaiming of past practices.
- Police response time would improve. Firstly, if the situation was serious and police would know they would respond in a few minutes; if it wasn't they would leave—crime would go down.
- Racial bias training for all police no matter whether they serve.
- There would be no racial profiling or targeting. The Police would always put the needs of the community above Blue Brotherhood so that the days of "Us against Them" would be over.

- Race relations between Blacks and Whites is terrible and who would have thought that would be this big of an issue in 2016? There will always be prejudice because some people will never cease to want to be the dominant race. For them having total control is not something that they are willing to share with any race not just Black people. Some year ago I went to Chicago with a friend of mine and we attended a party on the West side of town. My friend was white and the police stopped us and warned us that since it was past midnight that we should get off of the streets because in this neighborhood a white man will be killed if he walks the streets this early in the morning. So we went back to the party and waited until the sun came up. I remember thinking that it was good that the officer who was black warned us about the eminent danger of walking in that neighborhood with a white man friend or not.
- They have faster response times; this would bring a certain level of respect and crime decrease because people would expect that something would actually happen
- Cops should take social service trainings.
- Great Britain and Japan over the last 10 years have had 20 deaths period. So, racism and militarist agenda needs to be dealt with. 1033 program made it possible for tanks and body armor to be given to police. Need to get to place when we don't need this. Get out of slave mentality while controlling—black suppression.
- Intimidation by police has to stop
- The control of people as unruly—that idea has to go. For example, Juneteenth Day is supposed to be a celebration of the knowledge that Texas slaves discovered they were now free. However, cops are perched on the tops of buildings looking down on people with guns— it is the masters-on-plantation mentality. That has got to stop.
- Black people are always targeted. If we can get rid of racism it will cure the problem.
- [My hope is that] People will be judged equally and treated fairly. Police officers will actually take an interest in our kids and what they are going through. They will listen to our kids instead of locking them up and treating them with integrity. Follow your own rules and don't be hypocritical; that's integrity.

2.5.2.3 The Importance of Psychology: Before and in the Force

- Our law enforcement system would provide support for officers to work through the stresses of their jobs. I don't know what technique officers use to come back from their horrific experiences. Officers can see traumatic things all day without really having a way to come down from them.
- Training in anger management.
- Trauma is an issue among many people. It is buried deep but lots of people have no way or mechanisms to deal with this.
- The main thing I have noticed [as an EAP therapist working with female and male officers] is that some officers should not be on the force, a lot of them are fearful, and the level of stress from family, school, job, friends. . . etc, cause a percentage of them to question why they chose to become officers.
- There should also be better psychological testing to weed out those applicants with inherent cultural biases and secret ties to hate groups. There must be higher standards in recruiting police officers across the board.

2.6. Laws, Rules and Legal Measures on Police Misconduct

- Stop having laws that are skewed, that allow some people to live freely and others in fear.

- Salary—a lot of officers make 100K; this is done by design—not just for Milwaukee—this is the status quo. Police and fire commission board need to deal with paper title—it's getting worse. Don't have enough to change and people won't do it; the whole process needs to be eliminated but it won't happen overnight.
- Officers should only be on a [work] shift for a certain period of time, and that should be mandatory.
- Police may be protective for the saturation of guns. Guns are so available you only have to ask three different people before you can get one to seek revenge on someone. I think it would help to have a decreased level of gun saturation.
- Won't work too many guns on the street.
- When founding fathers passed the 2nd amendment for gun control laws they never imagined the type of guns that would be made.
- There is too much incarceration of blacks for same crime committed by whites
- Living the principles of the Constitution.
- Police operate like Black lives don't matter. If a black man gets stopped with a gun and has a license to carry a concealed weapon he still gets shot, even when he acknowledges that he has a weapon and nothing is being done by District attorneys or the courts. Police are getting away with murder and it is being sanctioned by the police chiefs, Mayors and governors. So how can they say that all lives matter when they habitually show us that Black lives do not matter?
- There must be more accountability for Police who kill African Americans with no justified reason according to current and common police practice. The Blue Brotherhood has got to end when officers commit murder. If police will arrest any citizen when they investigate and find that a murder has been committed then that standard must be held against one of their own when they break the very law that they have taken an oath to serve and protect. The Blue Brotherhood must not be so strong that the law is not administered equally across the board so that resident and police are subject to the law. Right now Police are above the Law and this is a practice that has to stop now.
- Also, what is the metrics on being stopped for driving while black? When this is done less and less what would be the result?
- The law should be administered fairly across racial lines this way no race can feel like it has been targeted or profiled.
- All citizen concerns would be taken seriously not only White citizens. Lastly, police response times would be congruent to neighborhoods of color as they are to affluent White neighborhoods. There would be no targeting or racial profiling.
- Accountability.
- MLK said, peace is not the absence of violence. Peace is the presence of justice. Stop pretending that we don't know. Make those in authority accountable.
- Racial profiling is real. Why is it not addressed since we have the stats to prove it? Why are most stops involving African-Americans? That's a problem! Address it as an internal MPD issue (of targeting).
- Secondly, stop penalizing police officers who report on others. These complaints should be self-contained and have more weight without penalty.
- We need real remedies within 1 week of a complaint. When it's responded to and if people are not satisfied with the results perhaps Ombudsmen with Court needs to be brought in to assist with police and fire departments. Most people give up and nothing is done about complaints.
- Coalition to Police Reform—must deal with police accountability issues. Concerned people in Tosa can form this too.
- Drug test officers on regular basis.

- MLK said, peace is not the absence of violence. Peace is the presence of justice. Stop pretending that we don't know. Make those in authority accountable. They have shown repeatedly that they'll throw us a crumb expecting us to be ok with that. Tonight I will be advocating for a police action committee. We're already supposed to have one; it's budgeted.
- Police need to stop getting paid when they are under investigation.
- Corrective Action for officers that are found in violations of their oath.
- Police department should be audited constantly.
- If teachers lose their jobs for using excessive force then why are police officers not losing their jobs for using excessive force especially for murder that is caught on video? Why is it that the teacher brotherhood means nothing and unprotected but the police brotherhood is protected even of video evidence
- In a perfect world laws are governed from the top down. Mayors and police chiefs must be held accountable when officers are on video abusing residents no matter what color. I have a son who is 20 years old. He wears hoodies and saggy pants. He has the gold grill on his teeth and looks like what many people consider to be a thug. But what they don't know is that he comes from a stable home, he works a job and has worked since he was 16-17 years old. I worry about his safety because he chooses to dress like so many other young adults his age. I also realize that the Police follow their leader and most cities police officers reflect their leaders and carry out their agendas. I don't believe that any minority can be treated fairly because of the type of racist practices that are being handed down by the leadership to be carried out by many police officers in every major city in America that has a diverse population. I'm worried that I may lose my son to police violence because there is no accountability for murder when police officers kill residents illegally and are not prosecuted. This is a sad time in America.
- Females on the force go through a lot of negative stuff. I've seen officers do wrong, and when I reported it I got in trouble. That's what they do – you get in trouble if you report wrongdoing, so a lot of good cops don't report the bad just so they can keep their jobs. That's why I left the department.
- MLK said, peace is not the absence of violence. Peace is the presence of justice. Stop pretending that we don't know. Make those in authority accountable. They have shown repeatedly that they'll throw us a crumb expecting us to be ok with that.

Connected Conversation

Lack of Willingness to Act from Politicians

- What concerns me is that there is not a coordinated effort. We have leaders who refuse to work together.
- Better politics
- I'm angry because Black lives do not matter to the leadership of our police chiefs and Captains.
- We need less greedy Politicians and industrialist.
- We know that people have different agendas when they are in public and when they are in private. Do the people in power have the courage to talk honestly with the community?
- I'm in a position of power. I know that I have the responsibility of being honest and asking uncomfortable questions.
- Nothing will change unless those who run things make change. I participate in the police and resident circles at Hepatha Lutheran Church, and a police officer at one of the sessions I participated in said, "Each time there is a new police chief there is a new agenda. The intention

of current chiefs does not get handed down.” On the matter of the long waits for police service, a police officer who finally arrived on scene in my neighborhood snarled at us after being asked, “What took so long?” and yelled back at us, “If you can wait for the cable man, you can wait for the police!” Meanwhile people are being held hostage in their homes. Are elected officials doing all they can do?????

- I’m in my late 60s. All of the stuff we are sitting here pissing and moaning about was an issue back then. WHEN will SOMETHING be DONE????? Black folks get it bad; Whites are treated differently [better]. Those in authority who can effect change don’t do anything about it. There are drug houses in existence that have been in the neighborhood for 20+ years; nothing gets done [to eradicate them]. We can have another one of these meetings, say the same things, and [again] nothing will be done. Young people need to be taught about their pasts. Nothing will stop until we stop seeing color.
- Organized groups don’t do anything collectively. Everybody wants to be chief, and nobody wants to be a minister. Somehow we have to figure out how to pull it all together.
- Be vigilant. All races [need to] come together. Jim Crow laws are still on the books. Governor Walker has added more. Learn about and work to stop redistricting. They are buying us off.

Global Effect of Issues

- I think it’s important that we all remember that a lot of white people are really being affected by the recent tragedies in Texas, Louisiana, and Minnesota – especially in terms of stress. People think it’s just affecting the black community, but it really affects us all.

What to Work Towards: Humanizing the Other and Positive Changes

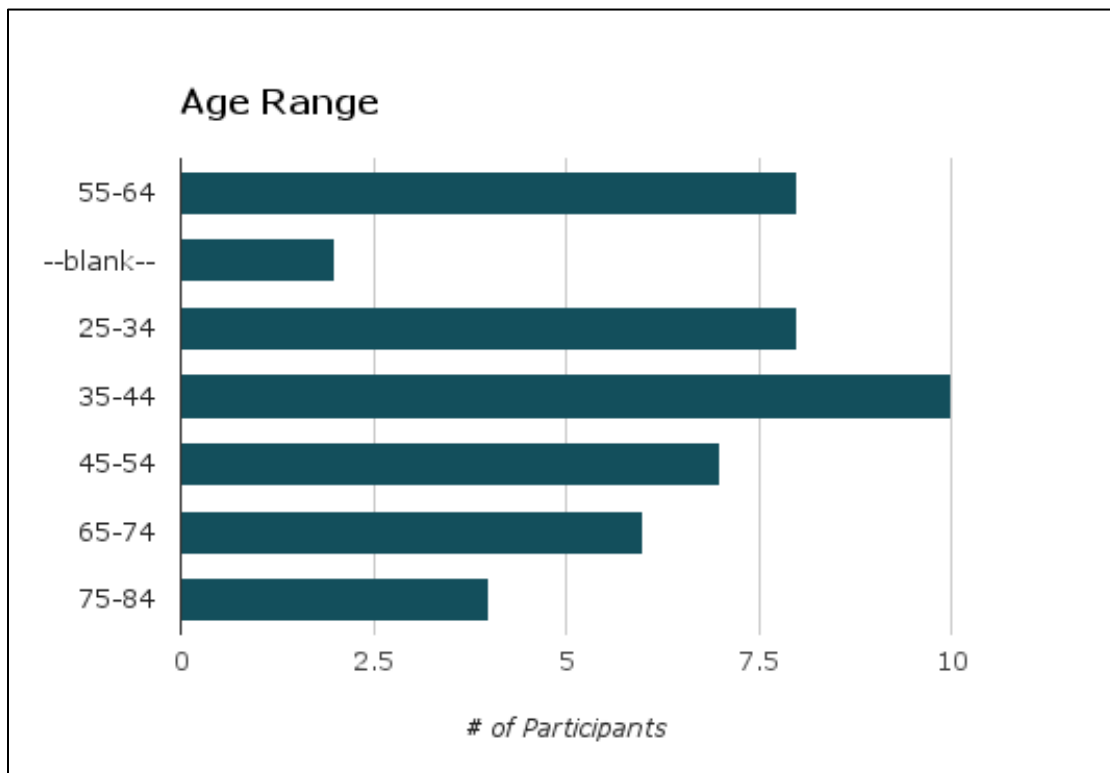
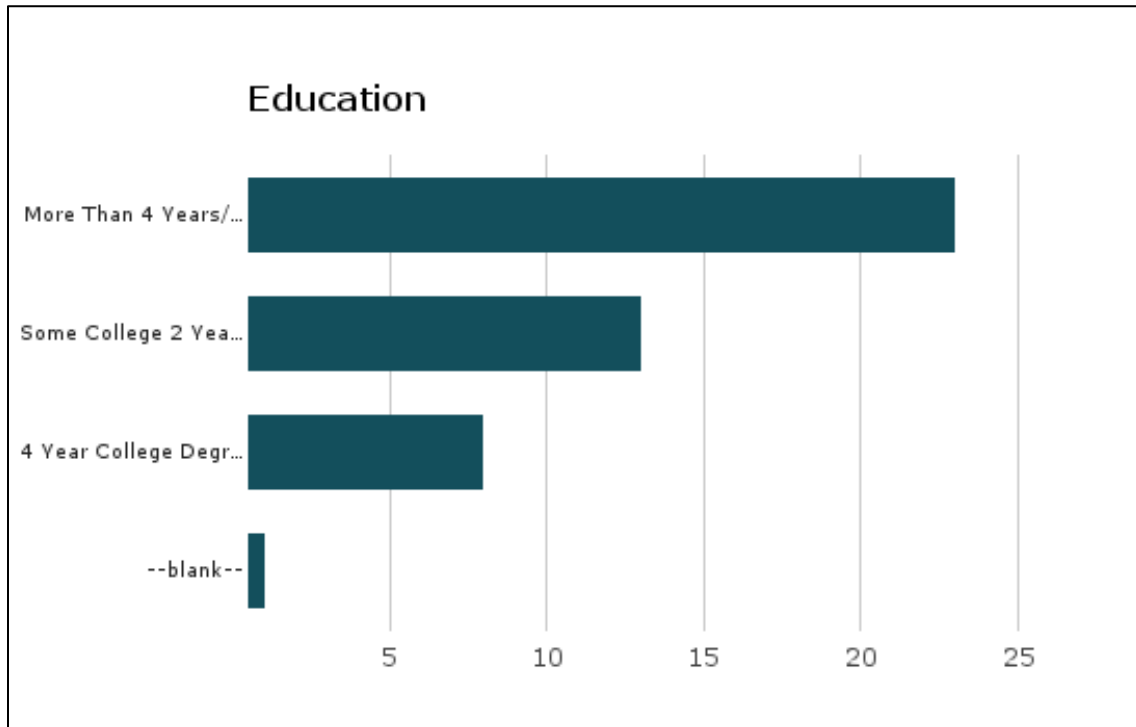
- We have to be committed to stop dehumanizing people
- Building trust
- I believe that before police become police that they are human first. My question to law enforcement is this “where is your humanity”? Before you become a police. While you are a police officer, and after you retire from being police officers. Regardless of what they are saying police are killing Black men at an alarming rate and it is the police that are perpetuating the “Us against Them” scenario by senselessly killing Black men for appears to simple assassination of Black men.
- Stay focused to make positive change
- Love or lack of love is a major issue.
- Show more love and respect for police.
- Everyone works towards common goal.
- We have to make it a WIN/WIN situation.

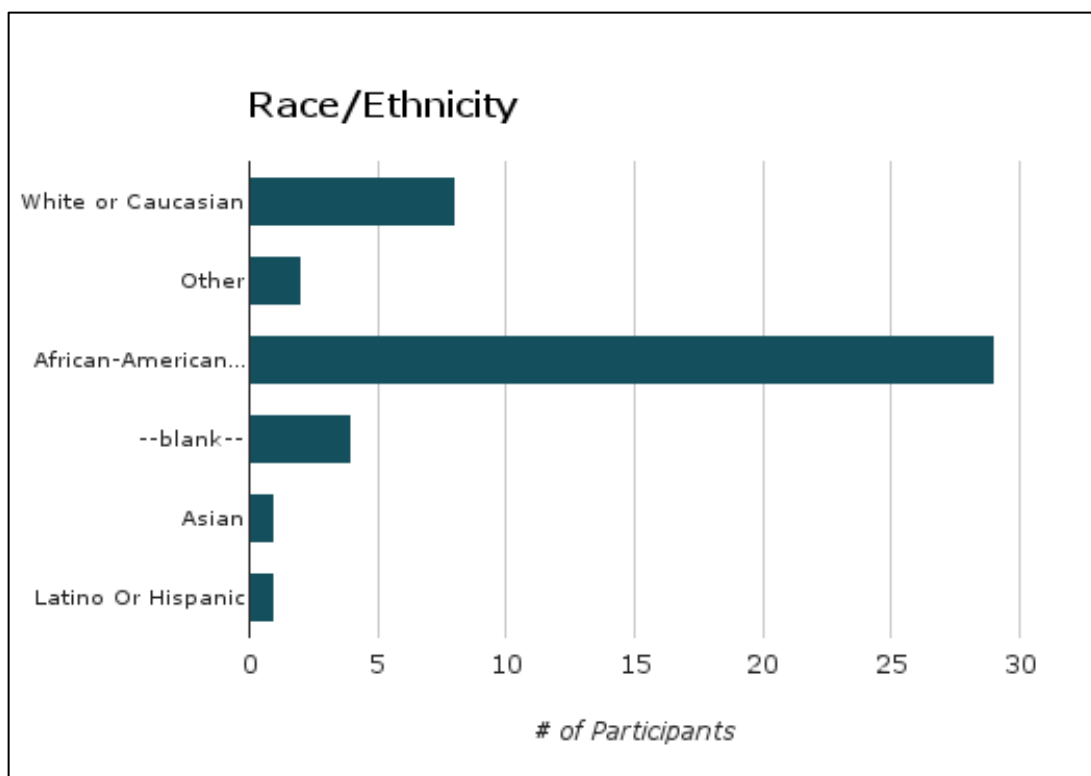
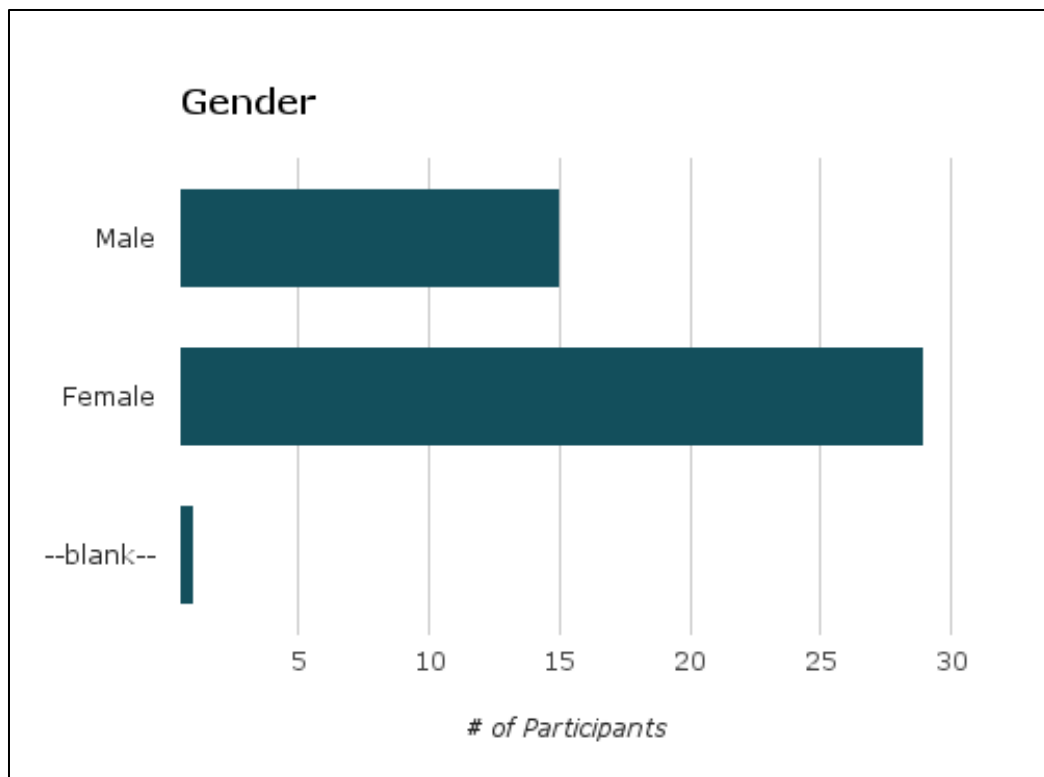
Parting Words

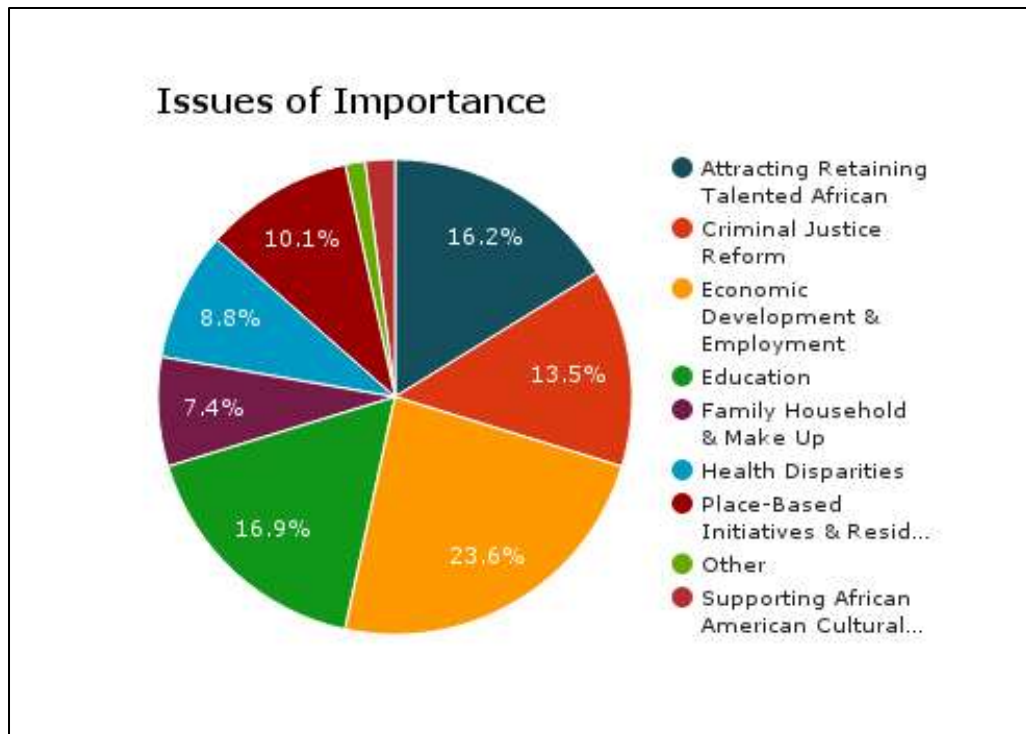
- Too much predatory spite and resentment for each other
- Too much extreme conservative views
- Get rid of the Jim Crow mentality
- Anger
- White Privilege
- Awareness
- Racial Disparities

- Images of terrorism

Participant Demographics







Feedback Form Responses

Benefits of the Dialogue

All of it. Poverty is the bottom line, but there is a bottom line beneath that, it is racism.
Being able to have dialogue & share and hear of other's experiences
Coming together in a way of releasing your desires etc.
Disturbing how many stories of police harassment everyone had.
Diverse viewpoints: good question.
Excellent chance to talk about serious issues
Exchange of Ideas
Hearing everyone's experiences
Hearing other perspectives
Hearing others conversations and ideas
Hearing others experiences
Hearing participants' stories and discussing w/ them
Hearing the experiences of others
Hearing voices other than my family, professional, church or social media circles.
Honest dialogue

I learned a lot about black frustration as far as the present situation is concerned
I really couldn't tell you.
I want to live in a society that takes action. This is step #1.
Identifying problem created, caused or generally including police relation
Just hearing other perspectives & ideas for solutions
Just talking about concerns in the black community War on each other and war with the police
Learning about real potential answers & hearing about real experience.
Learning new things from others and developing new relationships.
Listen at other participants
Listening to other people
Listening to other viewpoints
N/a
Nothing
Open discussion
Personal sharing
Questions were good. Enjoyed listening to answers and ideas and follow up. It was a true discussion. The facilitation was excellent.
Racial issues
Sharing of personal stories
The honesty
The topic
There were great questions asked.
We all had an opportunity to discuss our concerns experiences in a non threatening environment
Appreciate having dialogue with such a diverse group of individuals.
My group was inspired to continue the dialogue on our own. We exchanged numbers.
We must be willing to bring our problems to the fore front, discussed racism and stereotype communication of existing problems rather than bring clans

Questions or Concerns?

What's going to be done w/ information collected? -Who was invited? -What's next?
A willingness to bring forth the problems that plague our communities and seek

Can I talk more with my group?
Can we require certain behavior from local police forces? How can citizens request changes in behavior from their local police departments?
Concerns-Is there a way to engage more people? Via-email/via-social media-Didn't necessarily like the process for facilitation-
Conversations are important a first step--but will we see action?
Create
How do we get more Young black men at these discussions, to feel "safe enough" to occupy spaces like this?
How does the 53206 receive the attention & assistance other communities have been given for aesthetic & cultural improvements?
How to have expanded discussions
How will what's been said, shared or asked affect the behaviors of police relation between authority & residents
I'm concerned that many blacks don't admit or know their own biases. Bias is extreme in some cases & not necessarily based on personal situations police and citizen culture needs changing
Is [local community activist] a good person, because I don't think so.
Is this the "Same old same old", talk & no action
It seems as if the problem is larger than we can conquer
Lot of work needs to be done
Next steps
No suggestion solutions! No true dialogue took place because of the structured questions?
Not a damn thing that I didn't already know
People come and leave with their same positions. No cops were present in discussion.
Same that I came with
The relationship between the black community and the police
We can do better. We are better. How can we tap into the energy to make change?
We need to form a citizen coalition that is large enough to be heard & needed.
What are the next steps?
What are we going to do?
What's next for discussions??
What's the next step?
Where are we going from here? It would have been nice to have county executive judges etc. participate
Where to start
Who are the actors at the table creating this office rules & regulations

Why African Americans
Why did the focus of the meeting get changed? For real. Why is Chris Abele not here? The room was too dark! Lights needed to be turned up!
Why no uniformed MPD here?
Why? Why are we dying
Will change really happen?
Will we be successful in this endeavor to meet a goal?
Will we make any progress in this uphill battle?

Next Steps?

More discussions
* A follow-up
1. Have OAAA start looking for grants to support initiatives that will make a change 2. Have a discussion about economic development
1. More discussions 2. Action items need to be discussed and implemented 3. Carefully choose commission for the office of AA affairs
A detailed report and a process of education and understanding.
Action
Action plan that is implemented + there are consequences if there are no changes
Allow cops to defend themselves in terms of being engaged in the discussion about them.
Bring law enforcement in to tell us their plans and goals
Bring these listening sessions back into the 53206. Host it @ Calvary, the YMCA, and/or St. Matthew. Allow enough time to alert
Choose (1) task and start working collectively on it.
Compiling of the data received and pick the most critical issues to find any solutions
Continue the conversation, bring the chief of police and the police commission
Continue the dialogues
Develop an action plan with a time line.
Develop short term & long term goals & a concrete plan of action
Do something
Get police & community members together
Getting to work.
Have more trust in the system. Let's have another discussion on the topic.
How to get police relation held accountable for their actions.

Increase leadership awareness - share report; modify training to include expanded knowledge.
Involve those directly (cops, citizens) affected in follow-up meeting
Make something happen
More communication at all levels
More.
Need actions asap!
Not sure
Not sure what
Share results with the community.
Targeted listening sessions - ones that include police only, juvenile offenders only, victims only; and these discussions should present the report taken from today to these groups
The county executive present at one of these events would be beneficial for networking relationship building.
To hold a discussion with the people who are planning and/on making plans for the Residents.
Youths need to be present! No organizations participant?

Questions about this report should be directed to:

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